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ABSTRACT

This annual report details the activities of the National Council on Disability (NCD) in fiscal year 1997. These activities centered on public policy, civil rights, technology, and international policy. In addition, NCD continued its efforts to eliminate government duplication by organizing interagency coordination meetings to facilitate a comprehensive multiagency approach to disability issues. Specific activities included: (1) a two-day conference in Houston, Texas, to develop consensus proposals to address return-to-work barriers in the Social Security disability benefit programs; (2) regional, one-day field hearings to develop a set of coherent policy solutions that reflect the best research and thinking of the issue of Social Security reform; (3) a congressional briefing on systemic barriers preventing Social Security disability beneficiaries from returning to work; (4) organization of a National Youth Leadership Development Conference; (5) a publication on the history of the Americans with Disabilities Act; (6) the development of recommendations on changes to the Rehabilitation Act of 1973; (7) launching of an initiative to monitor several civil rights statues to evaluate their implementation and enforcement; and (8) the publication of important position papers on physician-assisted suicide, and welfare reform and legal immigration. Appendices include a list of NCD publications and a mission statement. (CR)

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ED 423 635

ANNUAL REPORT TO THE PRESIDENT AND CONGRESS

NATIONAL COUNCIL ON DISABILITY
Volume 18, Fiscal Year 1997

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Annual Report to the President and Congress, Volume 18, Fiscal Year 1997

This report is also available in braille and large print and on diskette and audiocassette.

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LETTER OF TRANSMITTAL

March 31, 1998

The President
The White House
Washington, DC 20500

Dear Mr. President:

On behalf of the members and staff of the National Council on Disability (NCD), I am pleased to submit NCD's Annual Report for Fiscal Year (FY) 1997, as required by Section 401(a)(9) of the Rehabilitation Act of 1973, as amended.

In its efforts to provide leadership in the development and evaluation of disability policy, NCD conducted a variety of activities in FY 1997 that promoted policies, programs, practices, and procedures that guarantee equal opportunity for all people with disabilities, regardless of the nature or severity of the disability.

NCD's major activities for FY 1997 were conducted in response to recommendations in NCD's 1996 report, *Achieving Independence: The Challenge for the 21st Century*. One of those activities included conducting a two-day conference in Houston, Texas, to develop consensus proposals to address return-to-work barriers. This was followed by a series of regional, one-day field hearings to develop a set of coherent policy solutions that reflect the best research and thinking on the issue of Social Security reform. As a follow-up, NCD conducted a congressional briefing on systemic barriers preventing Social Security disability beneficiaries from returning to work, where NCD released its report, *Removing Barriers to Work: Action Proposals for the 105th Congress and Beyond*.

NCD's other significant highlights for FY 1997 included conducting a National Youth Leadership Development Conference, and publishing *Equality of Opportunity: The Making of the Americans with Disabilities Act* (ADA), the first detailed history of ADA—exploring the rich history of ADA and the disability rights movement. NCD published important position papers on physician-assisted suicide, and on welfare reform and legal immigration. NCD also worked very closely with the Department of State on several policy issues. In addition, NCD began monitoring several civil rights statutes to evaluate their effectiveness.

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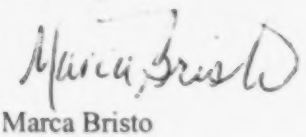
With your support, we will continue our efforts to ensure that people with disabilities will be afforded every opportunity to enter the mainstream of American life.

Sincerely,



Marca Bristo
Chairperson

(The same letter of transmittal was sent to the President Pro Tempore of the U.S. Senate and the Speaker of the U.S. House of Representatives.)

NCD MEMBERS AND STAFF

Members

Marca Bristo, Chairperson
Kate P. Wolters, Vice Chairperson

Yerker Andersson, Ph.D.
Dave N. Brown
John D. Kemp
Audrey McCrimon
Gina McDonald
Bonnie O'Day, Ph.D.
Lilliam Rangel Pollo
Debra Robinson
Shirley W. Ryan
Michael B. Unhjem
Rae E. Unzicker
Hughey Walker
Ela Yazzie-King

Staff

Ethel D. Briggs, Executive Director
Andrew J. Imparato, General Counsel and Director of Policy
Mark S. Quigley, Public Affairs Specialist
Jamal Mazrui, Program Specialist
Janice Mack, Administrative Officer
Brenda Bratton, Executive Secretary
Stacey S. Brown, Staff Assistant

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MAJOR ACTIVITIES SUMMARY—FISCAL YEAR 1997

In its efforts to provide leadership in the development and evaluation of disability policy, the National Council on Disability (NCD) conducted a variety of activities in Fiscal Year (FY) 1997, with an authorized budget of $1,793,000. Those activities promoted policies, programs, practices, and procedures that guarantee equal opportunity for all individuals with disabilities, regardless of the nature or severity of the disability. They also helped individuals with disabilities realize the promise of the Americans with Disabilities Act (ADA) by empowering people with disabilities to achieve economic self-sufficiency, independent living, and inclusion and integration into all aspects of society.

NCD's FY 1997 activities were conducted in response to recommendations in its 1996 report *Achieving Independence: The Challenge for the 21st Century*. As a result of those recommendations, which were developed by a diverse group of 300 participants and were intended to improve the opportunities and conditions affecting all aspects of life for people with disabilities, resulted in NCD setting several public policy priorities to guide its work. Those priorities included public policy, civil rights, technology, and international policy. In addition, NCD continued its efforts to eliminate duplication in the government by organizing federal political appointees for interagency coordination meetings to facilitate a comprehensive, multiagency approach to disability issues.

One of NCD's major activities for FY 1997 was conducting a two-day conference in Houston, Texas, to develop consensus proposals to address return-to-work barriers in the Social Security disability benefit programs. This was followed by a series of regional, one-day field hearings to develop a set of coherent policy solutions that reflect the best research and thinking on the issue of Social Security reform. As a follow-up, NCD conducted a congressional briefing on systemic barriers preventing Social Security disability beneficiaries from returning to work, where NCD released its report, *Removing Barriers to Work: Action Proposals for the 105th Congress and Beyond*.

NCD's other significant highlights for FY 1997 included conducting a National Youth Leadership Development Conference and publishing *Equality of Opportunity: The Making of the Americans with Disabilities Act*, the first detailed history of ADA—exploring the rich history of ADA and the disability rights movement. In addition, NCD made recommendations to Congress on changes to the Rehabilitation Act of 1973, as amended. NCD also launched its initiative to monitor several civil rights statutes to evaluate their implementation and enforcement. Also during FY 1997, NCD published important position papers on physician-assisted suicide, and on welfare reform and legal immigration.

As the official point of contact in the U.S. government on disability issues, NCD also provided policy guidance to the Department of State's, Permanent U.S. Mission to the Organization of American States (OAS) on several drafts of the Inter-American Convention on the Elimination of All Forms of Discrimination by Reason of Disability, which is now before the OAS.

In addition, the U.S. Senate confirmed Dave N. Brown of Olympia, Washington, and Gina McDonald of Salina, Kansas, as NCD members, and NCD mourned the passing of its former acting chairperson, John A. Gannon.

Two current members, Yerker Andersson, Ph.D. of Frederick, Maryland, and Bonnie O'Day, Ph.D., of Takoma Park, Maryland, were reappointed by the President and confirmed by the Senate.

ACTIVITIES FOR FY 1997

NCD conducted several activities during FY 1997 that were designed to increase input from the disability community on public policy issues affecting the lives of people with disabilities and to provide the public with information on day-to-day NCD operations. A summary of those activities follows.

PUBLIC POLICY

NCD, with its mandate to advise the President and Congress on disability policy, is in a key position to articulate the research needs that will assist the formulation of a strong, cohesive national disability policy. Public policy activities during FY 1997 included the following:

Meeting with Attorney General

January 21, 1997, Washington, D.C.

The NCD chairperson met with Attorney General Janet Reno, outgoing Assistant Attorney General for Civil Rights Deval L. Patrick, and Deputy Assistant Attorney General Isabelle Katz Pinzler, to discuss recommendations in NCD's 1996 report *Achieving Independence: The Challenge for the 21st Century* and to discuss Department of Justice support for furthering those recommendations.

Health Care Conference Planning Session

February 10–11, 1997, Houston, Texas

NCD participated in a planning meeting for a national conference on health care issues and concerns of women with disabilities, which will be hosted in FY 1998 by the Centers for Disease Control and Prevention, Disabilities Prevention Program.

Meeting with Secretary of Health and Human Services

February 20, 1997, Washington, D.C.

In a continuing effort to highlight recommendations in NCD's 1996 report *Achieving Independence: The Challenge for the 21st Century*, the NCD chairperson met with Secretary of Health and Human Services (HHS) Donna E. Shalala to discuss implementation of HHS-related recommendations.

Social Security Reform Field Hearings

In response to an NCD Social Security reform conference held in Houston, Texas, NCD conducted a series of field hearings to develop a set of coherent policy solutions that reflect the best research and thinking on the issue of Social Security reform.

March 26, Albuquerque, New Mexico
April 29, Bloomington, Minnesota
May 2, Dover, Delaware
May 9, Hunt Valley, Maryland
May 10, Miami, Florida
May 14, San Francisco, California
May 21, Denver, Colorado
May 23, Kansas City, Kansas
May 29, Louisville, Kentucky
May 31, Seattle, Washington
June 10, New York, New York
June 16, Berlin, Vermont

Meeting with Secretary of Transportation

May 1, 1997, Washington, D.C.

NCD members and staff met with Secretary of Transportation Rodney F. Slater to discuss the response of the Department of Transportation (DOT) to recommendations in NCD's report *Achieving Independence: The Challenge for the 21st Century*, and to begin a dialogue to improve transportation policy for people with disabilities. Issues included accessible public rights-of-way, ADA paratransit compliance, the Air Carriers Access Act, over-the-road buses, and coordination of transportation service between DOT and the Department of Health and Human Services.

Youth Leadership Development Conference

July 24–26, 1997, Washington, D.C.

In response to recommendations from its 1996 National Summit on Disability Policy, NCD conducted a Youth Leadership Development Conference, where more than 50 youth with disabilities came together to learn about their rights, work opportunities, and employment-related programs. The conference was sponsored by NCD, the Social Security Administration, the Centers for Disease Control and Prevention, the Department of Education, Very Special Arts, and the Dole Foundation for Employment of People with Disabilities.

Meeting with President and Vice President

September 10, 1997, Washington, D.C.

In an unprecedented 1½-hour meeting, the NCD chairperson, other presidential appointees with disabilities, and disability advocates outside of government met with President Clinton and Vice President Gore to discuss disability issues, such as the implementation of the Individuals with Disabilities Education Act, enforcement of ADA, personal assistance services, employment of people with disabilities, transportation, health care, and technology.

Social Security Reform Report at Congressional Briefing

September 24, 1997, Washington, D.C.

NCD released its report, *Removing Barriers to Work: Action Proposals for the 105th Congress and Beyond,* at a congressional briefing on barriers preventing Social Security disability recipients from returning to work. The report contained action proposals to remove barriers to work that continue to discourage Supplemental Security Income recipients and Social Security Disability Insurance beneficiaries from participating in rehabilitation and job training programs and reentering the workforce. The proposals reflect the emerging bipartisan emphasis on personal responsibility by removing some of the complex and burdensome federal requirements that prevent many people with disabilities from taking charge of their own lives and becoming employed.

Roundtable on Disability Data Collection

June 13, 1997, Washington, D.C.

In 1996, NCD recommended in *Achieving Independence* that all federal statistical activities that include data collection and reporting for other groups, such as minorities and women, include the category of people with disabilities, using the definition based on ADA. Two of the key federal statistical activities are the decennial census and the Current Population Survey, which is used by the Bureau of Labor Statistics to track labor force statistics on a monthly basis. A multiagency working group with significant participation from agencies with disability expertise, including NCD and the National Institute on Disability and Rehabilitation Research (NIDRR) worked with key staff from the Census Bureau to develop and test a new question set to measure disability status as part of Census 2000.

As a follow-up to the 1996 recommendation, NCD and NIDRR sponsored a roundtable entitled "How Consumers Can Maximize Their Influence on and Use of Disability Data: A Dialogue Among Consumers, Data Producers, and Data Analysts," to obtain consumer input and to review

recommendations made on disability statistics policy published in NCD and NIDRR reports over the last several years.

CIVIL RIGHTS

Disability Law Enforcement

During FY 1997, NCD awarded a contract to the Disability Rights Education and Defense Fund to develop and coordinate a 19-month study on the implementation of ADA, the Fair Housing Act, the Air Carriers Access Act, and the Individuals with Disabilities Education Act. The study will evaluate the effectiveness of enforcement, compliance, and public information efforts by relevant government agencies, and will make recommendations accordingly.

Civil Rights Roundtable

November 25, 1996, Washington, D.C.

NCD participated in a roundtable discussion on civil rights at the National Council for Social Studies annual conference, focusing on the most important civil rights issues facing the nation today.

Position Paper on Physician-Assisted Suicide

March 24, 1997, Washington, D.C.

Physician-assisted suicide and related issues received significant judicial, media, and scholarly attention during 1997, much of which did not acknowledge the disability policy issues raised by the debate. NCD published a position paper entitled *Assisted Suicide: A Disability Perspective*, in which NCD opposed the legalization of physician-assisted suicide. After reviewing U.S. Supreme Court briefs and current research and consulting with organizations with various views, NCD found that the interests of people who would benefit from legalizing physician-assisted

suicide were heavily outweighed by the probability that any law, procedures, and standards imposed to regulate physician-assisted suicide would be misapplied to end the lives of people with disabilities, and that such decisions would also entail an intolerable degree of intervention by legal and medical officials. On balance, NCD found that the status quo regarding physician-assisted suicide is preferable to the limited benefits to be gained by its legalization. On June 26, 1997, the U.S. Supreme Court upheld the constitutionality of state laws that prohibit physician-assisted suicide.

Position Paper on Welfare Reform and Legal Immigrants

June 23, 1997, Washington, D.C. .

NCD published a position paper entitled *Impact of the Welfare Reform Legislation on Legal Immigrants with Disabilities*, in which NCD highlighted the devastating impact the Personal Responsibility and Work Opportunity Reconciliation Act of 1996 would have on legal immigrants with disabilities. NCD's paper includes recommendations for correcting the problems identified.

ADA History Report Release and Luncheon

July 25, 1997, Washington, D.C.

NCD commemorated the seventh anniversary of the signing of ADA with the release of its report, *Equality of Opportunity: The Making of the Americans with Disabilities Act*, which chronicles the history of ADA. The report is the first detailed history of ADA. It was written for a broad audience, including the disability community, policy makers, academicians, and general readers. Rather than seeking to write the final word on ADA's history, NCD hoped that *Equality of Opportunity* would lead others to explore the rich history of ADA and the disability rights movement and offer additional information and interpretations. This work can serve as an important source document for future researchers.

Minority Outreach

August 4, 1997, Atlanta, Georgia

As a follow-up to findings in *Achieving Independence* that key information related to the rights and services available to people with disabilities is not reaching a large segment of the population, especially people with disabilities from minority and rural communities, NCD conducted a roundtable discussion to address these critical issues. At the NCD roundtable, several people called attention to the need for federal enforcement and technical assistance to focus resources and initiatives on educating people in minority communities about the requirements of ADA and other federal disability civil rights statutes and how to bring claims under these laws.

Empowerment Conference

September 25–26, 1997, Jackson, Mississippi

NCD participated in the Ninth Annual Conference of the Coalition for Citizens with Disabilities, "Making a Difference One Person at a Time: Promoting Individual Empowerment and Responsibility."

TECHNOLOGY

Computer and Multimedia Access Efforts

As part of its research agenda, NCD established the Technology Watch task force (Tech Watch) in January 1995—a community-based, cross-disability consumer task force on technology. The task force continues to provide information to NCD on issues relating to emerging legislation on technology and helps monitor compliance with civil rights legislation, such as Section 508 of the Rehabilitation Act of 1973, as amended.

In 1994, NCD began meeting with representatives of the disability community and Microsoft Corporation officials to discuss access to Windows-based software for people with disabilities, especially people with severe visual impairment. As a result of NCD Tech Watch meetings, Microsoft agreed to organize an accessibility team consisting of six employees to bring concentrated attention to access issues. Additionally, Microsoft agreed to develop an "off-screen model" for Windows products to increase access for users who are blind or visually impaired. These actions represented a tremendous breakthrough. In August 1995, after working with Microsoft on accessibility issues for one year, NCD received a copy of Microsoft's new policy on accessibility. As a result of this policy, Windows 95 became a vehicle for communications access and inclusion of people with disabilities. Accessible options provide new opportunities for millions worldwide. This change in policy sent a message that people with disabilities are part of society and need to be accommodated. NCD continued to work with Microsoft, and in May 1997 Microsoft released a long-awaited technology called "Active Accessibility," which provides a standard way for Windows applications to communicate with adaptive equipment such as screen reader programs used by blind people. Although Microsoft encountered some deserved criticism when it failed to incorporate Active Accessibility in a Microsoft Web browser that was released in late September, NCD commended Microsoft for releasing technology that addressed graphical user interface access. This new technology responded to the crisis that people with disabilities, particularly visual disabilities, were facing as a result of the rapid deployment of graphical user interfaces to computing.

NCD also commended IBM and Sun Microsystems for their public commitment to making Java-based applications accessible to people with disabilities. As NCD encouraged Microsoft, so NCD encouraged IBM and Sun Microsystems, along with other technology vendors, to incorporate accessibility in the design stage of all emerging products.

On another technology-related front, NCD, under contract with the American Foundation for the Blind and the National Association of the Deaf, completed a study during FY 1997 of the access barriers posed by multimedia (such as the use of audio, video, graphics, animation, and computer

data) for people with disabilities, primarily individuals with sensory impairments. The NCD report outlines the access problems and reviews various efforts and recommendations for further action designed to ensure that people with disabilities are not left out of the Information Revolution. The report will be released in FY 1998.

Communication with the Federal Communications Commission

October 28, 1996

November 27, 1996

February 28, 1997

May 21, 1997

August 29, 1997

NCD submitted comments to the Federal Communications Commission (FCC) in connection with its Notice of Inquiry in the matter of implementation of Section 255 of the Telecommunications Act of 1966; in connection with its Notice of Inquiry in regard to access to telecommunications services, telecommunications equipment, and customer premises equipment by persons with disabilities; in connection with its Notice of Proposed Rule Making in the matter of closed captioning of video programming; and in connection with its Notice of Proposed Rule Making in the matter of electronic filing of documents. With regard to the implementation of Section 255 of the Telecommunications Act of 1996, NCD initiated a dialogue with the commissioner of FCC to discuss the steps that remain to be taken in order to implement the provisions of this landmark legislation relating to accessibility for persons with disabilities.

Communication with the U.S. Architectural and Transportation Barriers Compliance Board

June 2, 1997

August 12, 1997

NCD submitted comments to the U.S. Architectural and Transportation Barriers Compliance Board (Access Board) in connection with its Notice of Proposed Rule Making in the matter of Telecommunications Act access guidelines; and regarding proposed guidelines pursuant to the Telecommunications Act of 1966. The analysis was reviewed by NCD's cross-disability advisory group of community representatives, Tech Watch.

INTERNATIONAL

Inter-American Convention on Disabilities

ADA continues to serve as model civil rights legislation for countries throughout the world. In 1995, the Department of State designated NCD as the official point of contact with the U.S. government for disability issues. As a direct result, NCD collaborated during the year with the Department of State, Permanent U.S. Mission to the Organization of American States on several drafts of the Inter-American Convention on Disabilities. The Convention was approved at a meeting of OAS.

USAID Disability Policy and Plan

In addition, recommendations in NCD's 1996 publications *Foreign Policy and Disability* and *Achieving Independence: The Challenge for the 21st Century* contributed to the development of the U.S. Agency for International Development (USAID) publication entitled *USAID Disability Policy Paper and Action Plan*. This document discusses the involvement of persons with disabilities in the design and implementation of USAID's future programs. The paper and plan provide the basis from which a policy directive on disabilities will be developed. NCD is working with USAID to operationalize the plan.

International Conference

November 18–19, 1996, Cork, Ireland

At the request of U.S. Ambassador to Ireland Jean Kennedy Smith, NCD participated at the Irish "Conference on Equality of Opportunity for People with Disabilities," addressing the American experience with ADA.

International Accessibility Conference

December 4, 1996, Rabat, Morocco

NCD participated in the "International Conference on Accessibility," addressing transportation and accessibility issues for people with disabilities. The conference was sponsored by the Moroccan High Commission for Persons with Disabilities. Six countries were represented at this conference.

United Nations Event

December 5, 1996, New York, New York

NCD participated in the fourth anniversary of the United Nations observance of the "International Day of Disabled Persons." The day was initially proclaimed to commemorate the anniversary of the UN General Assembly's adoption of the *World Programme of Action* concerning people with disabilities—a day to promote understanding about disability issues and to increase awareness.

Global Workshop on Children with Disabilities

February 5–7, 1996, Washington, D.C.

NCD participated in the global workshop, "Children with Disabilities: The World's Promise," which was convened by the Academy for Educational Development. The purpose of the meeting was to strategize on improvements in the quality of life and opportunities for children with disabilities in developing countries.

Reception for UN Special Rapporteur

February 20, 1997, Washington, D.C.

NCD was designated by the Department of State as the official point of contact with the special rapporteur for disability issues at the United Nations Commission for Social Development. NCD held a Capitol Hill reception to highlight the achievements of special rapporteur Bengt Lindqvist and to broaden the disability community's awareness of the worldwide accomplishments since the Standard Rules were passed in 1993. During the reception, letters of support were read from President Clinton and then Acting Secretary of State Peter Tarnoff.

UN Commission on Social Development

February 25, 1997, New York, New York

NCD representatives joined the U.S. delegation in New York at the meeting of the UN Commission on Social Development, where special rapporteur Bengt Lindqvist presented his final report to the Commission.

International Leadership Forum for Women with Disabilities

June 17, 1997, Bethesda, Maryland

NCD sponsored and participated in the "International Leadership Forum for Women with Disabilities," which was a follow-up to the United Nations Fourth World Conference on Women, held in Beijing in 1995. The forum, which was attended by 614 women from 82 countries, included sessions and workshops on exemplary practices and projects in the areas of leadership development, health services, education, employment, technology, advocacy and public education, and electronic networking. In her remarks as a featured speaker, Secretary of State Madeleine K. Albright acknowledged NCD's 1996 report, *Foreign Policy and Disability*, stating that she would work to ensure that U.S. foreign policy would have a coherent approach to

disability. Other notable speakers included Secretary of Health and Human Services Donna E. Shalala, Secretary of Education Richard W. Riley, and NCD Chairperson Marca Bristo.

Meeting with Department of State Official

July 25, 1997, Washington, D..

NCD members and staff met with the Department of State's deputy assistant secretary for equal employment opportunity and civil rights to discuss international disability issues and accessibility at U.S. embassies and other government-owned buildings overseas, and to open a dialogue to work collaboratively on these issues.

International Summit on Employment

September 16–18, 1997, Honolulu, Hawaii

NCD participated in an "International Summit on Employment Policy for Persons with Disabilities." Sponsored by the Social Security Administration, the National Institute on Disability and Rehabilitation Research, and the Independent Living Research Utilization Program, the summit addressed issues such as general governmental labor market policy, equal employment opportunity strategies, and job training and retention.

CONGRESSIONAL TESTIMONY

During FY 1997, NCD provided formal testimony to Congress on three separate occasions:

March 20, 1997, testimony before the U.S. House of Representatives

NCD testified before the U.S. House Committee on Appropriations, Subcommittee on Labor, Health and Human Services, and Education, regarding its FY 1998 budget request.

March 20, 1997, testimony submitted for the record of the U.S. Senate

The U.S. Senate Committee on Appropriations, Subcommittee on Labor, Health and Human Services, Education, and Related Agencies received testimony from NCD regarding its FY 1998 budget request.

July 24, 1997, testimony before the U.S. House of Representatives

NCD testified before the U.S. House of Representatives, Committee on Ways and Means, Subcommittee on Social Security on barriers preventing Social Security disability recipients from returning to work. NCD member Bonnie O'Day, Ph.D., who chaired NCD's Return-to-Work initiative, conveyed the findings and recommendations from NCD's leadership meeting and field hearings on this important issue.

STRATEGIC PLANNING

As a serious proponent of strategic planning, NCD responded to the Government Performance and Results Act of 1993 by beginning a systematic, information management approach that will improve its overall performance as a federal agency. NCD redefined its mission statement and developed new strategic goals and performance measures. NCD's concerted efforts and long-term commitment will net significant returns for the Federal Government and the American taxpayer.

INFORMATION DISSEMINATION

During FY 1997, NCD received literally thousands of telephone calls, E-mail messages, and letters from concerned individuals and organizations about disability issues. With the development and refinement of a new Internet Web site (**http://www.ncd.gov**) and E-mail capabilities, NCD's outreach to its consumers reached record levels. NCD installed a Web page counter that records the number of visitors at NCD's site. Plans are under way to develop a consumer feedback form, where visitors can provide comments and suggestions. NCD also continued to disseminate important disability-related information through its monthly publication *NCD BULLETIN*, special mailings, published articles, special reports, annual reports, brochures, other disability organizations, the Internet, and ongoing interaction with the news media. NCD members and staff participated in numerous conferences and meetings, disseminating additional NCD information.

NCD QUARTERLY MEETINGS

As required by Section 400(3)(c) of the Rehabilitation Act of 1973, as amended, NCD met on four occasions during FY 1997:

November 18–20, 1996; Phoenix, Arizona
March 23–24, 1997; Albuquerque, New Mexico
June 2–4, 1997; Washington, D.C. .
August 4–6, 1997; Atlanta, Georgia

NCD REPRESENTATION

NCD is represented on various interagency bodies. NCD members and staff regularly attend meetings of the President's Committee on Employment of People with Disabilities, the National Institute on Disability and Rehabilitation Research's Interagency Committee on Disability Research, the Centers for Disease Control and Prevention, and similar groups.

APPENDIX A

NCD MEMBER AND STAFF BIOGRAPHIES

Members

MARCA BRISTO, CHAIRPERSON

Marca Bristo of Chicago, Illinois, is the chairperson of NCD. She was selected by President Clinton to be the first person with a disability to hold this position and was confirmed by the U.S. Senate on May 12, 1994.

Ms. Bristo is also president and CEO of Access Living of Metropolitan Chicago. In 1979, Ms. Bristo helped to found Access Living as Chicago's only nonresidential independent-living program for people with disabilities. She directed Access Living through its initial period of affiliation with the Rehabilitation Institute of Chicago and into full autonomy in 1987.

Ms. Bristo is past president of the National Council on Independent Living, which she co-founded, and she served on the congressionally appointed Task Force on the Rights and Empowerment of Americans with Disabilities. In March 1995, Ms. Bristo was part of the U.S. delegation to the United Nations World Summit on Social Development in Copenhagen—the first person with a disability to participate in a UN summit. In June 1966, she was also a U.S. delegate to the UN World Summit on Urban Living and Shelter in Istanbul, Turkey. Ms. Bristo chaired the Illinois Public Action Council board from 1989 to 1994 and is a board member of the Rehabilitation Institute of Chicago. She was co-chair of the Campaign for Better Health Care in Illinois, and was a 1991-1992 participant in Leadership Greater Chicago.

Ms. Bristo has received numerous awards and honors, including the 1993 Henry B. Betts Award, the Distinguished Service Award of the President of the United States, the 1993 United Way of Chicago Executive of the Year Award, the 1996 YWCA of Metropolitan Chicago Outstanding

Achievement and Racial Justice Award, and the 1996 Paraquad Gateway to Independence Award. She has assisted in writing and modifying city, state, and national legislation prohibiting rights violations.

Ms. Bristo has also been awarded the Coalition of Citizens with Disabilities of Illinois 1995 Distinguished Citizen Award and the 1995 Rush University Trustee Medal; she was named 1995 Distinguished Alumna of the Rush–Presbyterian–St. Luke's Nurses Alumni Association; and she was selected as one of the recipients of the 1995 Mercedes-Benz Mentor Award. She was featured in the January 29, 1996, issue of *Crain's Chicago Business* as one of the "100 Most Influential Women in Chicago."

Ms. Bristo, who holds a bachelor of arts degree in sociology from Beloit College and a bachelor of science degree in nursing from Rush College of Nursing, lives in Chicago with her husband and two children.

KATE P. WOLTERS, VICE CHAIRPERSON

Kate P. Wolters of Grand Rapids, Michigan, is the NCD vice chairperson. She was appointed by President Clinton and confirmed by the U.S. Senate to be a member of NCD on May 12, 1994. From 1986 until 1996, she was executive director of the Steelcase Foundation, an endowment unit of Steelcase, Inc. (the world's leading designer and manufacturer of office furniture), where she reviewed, evaluated, and presented to the board of trustees funding requests that benefit communities across the United States, particularly communities in which Steelcase has manufacturing operations. Ms. Wolters serves as a member of the foundation's board and currently is its chair.

Ms. Wolters was appointed by the Governor of Michigan to the Michigan Developmental Disabilities Council in 1984 and reappointed in 1991 as its chair. She is immediate past president of the board of the Michigan Council for Independent Living. She is on the Board of Visitors of Michigan State University's School of Social Science, and she serves on the boards of

the Irving S. Gilmore International Keyboard Festival, the Michigan AIDS Fund, the Council of Michigan Foundations, and Aquinas College.

She holds a bachelor of arts degree in sociology from Aquinas College in Grand Rapids and a master's degree in social work from Michigan State University.

YERKER ANDERSSON, PH.D.

Dr. Yerker Andersson of Frederick, Maryland, was appointed by President Clinton to NCD. He was confirmed by the U.S. Senate on April 6, 1995, and reconfirmed on July 31, 1997. In 1996, he retired as chairperson of Deaf Studies at Gallaudet University and received the status of professor emeritus.

A native of Sweden, Dr. Andersson has held several other positions with Gallaudet University, including American Sign Language/Deaf Studies Project coordinator, professor of sociology, special assistant to the dean of the College of Arts and Sciences, and chairman of the Department of Sociology and Social Work.

He has also been involved in local and national organizations, including the American Sociological Association, the Sociological Society, the American Association of University Professors, the Gallaudet University Alumni Association, the National Association of the Deaf, and the World Federation of the Deaf.

His awards and honors include the International Award Number One, Swedish Federation of the Deaf; Distinguished Award, National Association of the Deaf; Jonathan Hall Man of the Year; Edward Miner Gallaudet Leadership Award; International Solidarity Merit Award, World Federation of the Deaf; and Olof Hanson Service Award.

Dr. Andersson received a B.A. in sociology from Gallaudet University; an M.A. in rehabilitation counseling and a professional diploma in counseling from Teachers College, Columbia University; and a Ph.D. in sociology from the University of Maryland.

DAVE N. BROWN

Dave N. Brown of Olympia, Washington, was appointed to NCD by President Clinton and confirmed by the U.S. Senate on May 23, 1997. He is the manager of the Disability Initiative of the Washington State Department of Social and Health Services, where he works with the agency's 16,000 employees and more than 25 divisions to eliminate barriers to employment, services, and benefits.

Previously, Mr. Brown worked with Washington State's Department of General Administration, as a member of the Washington State Americans with Disabilities Act Implementation Team, advising key officials on a range of disability issues and working with 150 state agencies to coordinate and effectively implement aspects of ADA. In addition, Mr. Brown worked as a supervisor at the Lighthouse for the Blind in Seattle.

Mr. Brown holds a bachelor's in arts and a master's in public administration from the University of Washington.

JOHN D. KEMP

John D. Kemp of Washington, D.C., was appointed to NCD by President Clinton and confirmed by the U.S. Senate on June 30, 1995. Mr. Kemp, a lawyer and an expert on disability issues and services, is president and CEO of Very Special Arts (VSA), an affiliate of the John F. Kennedy Center for the Performing Arts.

Before joining VSA, Mr. Kemp was executive director of United Cerebral Palsy Associations, Inc. He also served as general counsel and vice president of development for the National Easter

Seal Society. His ties to Easter Seals go back to his youth, when he was the national Easter Seal poster child at age 10.

In the 1970s, Mr. Kemp managed a firm that advised companies on state and federal civil rights, employment and education laws, and policies regarding persons with disabilities. He was also editor and publisher of *Disability & Employment Reporter*, a monthly legal and legislative newsletter for employers.

He serves on the boards of directors of several national organizations, including the National Rehabilitation Hospital, the Dole Foundation for Employment of People with Disabilities, and Independent Sector. He chaired the 1993 Henry B. Betts Award Jury.

Mr. Kemp is the recipient of many honors and awards, including the Horatio Alger Award, an honor extended to singularly accomplished individuals in recognition of their achievements in the face of adversity.

Mr. Kemp is a graduate of Georgetown University and Washburn University School of Law. He has appeared in a variety of forums to speak on civil rights, independent living, accessibility, and other disability issues, including Cable News Network's "Headline News," ABC News' "Business Week," NBC's "Today" show, and the "Ask Dr. Ruth" television show.

AUDREY MCCRIMON

Audrey McCrimon of Chicago, Illinois, was appointed by President Clinton to NCD and confirmed by the U.S. Senate on April 6, 1995. She is assistant secretary of the Illinois Department of Human Services.

She previously served as the director of the Illinois Department of Rehabilitation Services. She was the first African American to hold that position.

As head of the state's lead agency serving people with disabilities, she oversees programs providing vocational rehabilitation, in-home care, advocacy, education, benefit determinations, and independent living services for people with disabilities. Before she became director in 1991, Ms. McCrimon was the agency's associate director, supervising the Chicago office. Before joining state government, she was deputy commissioner on disability for the Chicago Department on Aging and Disability. She also has worked as a program coordinator for Chicago Citywide College and as a counselor for Jewish Vocational Services of Chicago.

In 1991, Ms. McCrimon was awarded the Advocacy and Volunteerism Award by the Association of Late Deafened Adults. Other honors include the August W. Christmann Award for Disability Advocacy, the Very Special Arts Advisory Committee Appreciation Award, and the National Organization on Disability Achievement Award.

In 1993, she attended the Program for Senior Executives in State and Local Government at the John F. Kennedy School of Government at Harvard University. She holds bachelor's and master's degrees in education from Northern Illinois University and is fluent in American Sign Language.

GINA MCDONALD

Gina McDonald of Salina, Kansas, was appointed by President Clinton to NCD and confirmed by the U.S. Senate on July 31, 1997. She is the executive director of the Kansas Association of Centers for Independent Living and president of the board of directors of the National Council on Independent Living (NCIL). She has 18 years of experience in the development, management, and training of independent living programs, centers, and associations. Ms. McDonald is a recognized leader in disability rights organizations at the local, state, and national levels.

Ms. McDonald also works as a consultant for the Independent Living Resource Utilization program in Houston, Texas. With a grant from the National Institute on Disability and

Rehabilitation Research, the program provides training on issues related to independent living for organizations throughout the country.

She serves on the boards of the Families Together Parent Training Project and the Statewide Independent Living Council. Ms. McDonald has received numerous awards and honors, including the ADA Award from the Task Force on the Rights and Empowerment of Americans with Disabilities, the President's Award from NCIL, and various awards from Justin Dart for legislative and advocacy activities.

Ms. McDonald holds a bachelor's degree in arts from Marymount College in Salina, Kansas, and a master's degree in rehabilitation administration from the University of San Francisco.

BONNIE O'DAY, PH.D.

Bonnie O'Day, Ph.D., of Takoma Park, Maryland, was appointed by President Clinton to NCD. She was confirmed by the U.S. Senate on June 21, 1994, and reconfirmed on July 31, 1997. She obtained her Ph.D. at the Heller School for Advanced Studies in Social Welfare Policy at Brandeis University. Dr. O'Day is the assistant director for disability policy research at the National Rehabilitation Hospital Research Center, where she examines the impact of managed care on people with disabilities.

She has been an adjunct professor at Brandeis, Tufts, and Suffolk Universities and has directed independent living centers providing services and advocacy for people with severe disabilities in Massachusetts, Virginia, and Minnesota. She has been an advocate for the civil rights of blind and disabled people since 1973 and has served on the boards of directors of national, state, and local advocacy organizations. Her areas of expertise include employment, income maintenance, assistive technology, and civil rights.

LILLIAM RANGEL POLLO

Lilliam Rangel Pollo of Miami, Florida, was appointed by President Clinton to NCD and confirmed by the U.S. Senate on April 6, 1995. She is employed at the University of Miami, School of Medicine, Department of Urology.

Ms. Rangel Pollo, a native of Cuba, was a regional coordinator at the Parent Education Network and also worked at the University of Miami's Bascom Palmer Eye Institute.

The mother of five children, the oldest of whom has developmental delays, Ms. Rangel Pollo is remarried and now has a stepson with a disability. She is a recognized expert in special education and has participated in and presented at numerous conferences and workshops. She chaired the First and Second Annual Bilingual Inclusion Conferences on Educating Children with Disabilities and co-founded the Coalition for Integration of the Disabled, Inc., a statewide nonprofit organization promoting inclusionary educational opportunities for children with disabilities.

She is the recipient of the Commitment Award and the Outstanding Service Award from the Family Network on Disabilities, and the First Moments Award from the Coalition for Integration of the Disabled, Inc.

Ms. Rangel Pollo is a graduate of the Legal Assistant Program, Florida International University, and plans to continue her studies in the legal field.

DEBRA ROBINSON

Debra Robinson of Philadelphia, Pennsylvania, was appointed by President Clinton to NCD and confirmed by the U.S. Senate on April 6, 1995. She is a consumer satisfaction team member and provides clerical support at Vision for Equality. She previously worked at Philadelphia Coordinated Health Care.

Ms. Robinson is a former project consultant to the Supported Work Interview Project. She was the first woman president of Speaking for Ourselves, where she was responsible for overseeing six chapters and the board of directors. She is a longtime advocate for people with disabilities, and she participated in the White House signing ceremony for ADA.

She is the recipient of the Peter and Elizabeth Greene Wiley Leadership Award and is the author of "Advocacy in the Danger Zone," which appeared in *Impact Magazine*.

SHIRLEY W. RYAN

Shirley W. Ryan of Winnetka, Illinois, is president and co-founder of the Pathways Center for Children, an outpatient, individualized neurodevelopmental therapy center for children with delayed gross or fine motor activity or motor-based eating problems. Mrs. Ryan also is president and co-founder of Pathways Awareness Foundation, a public health care awareness organization that focuses on issues that include child development problems and early infant assessment procedures for children with special needs.

As part of her outreach commitment to the community, Mrs. Ryan is a trustee for the Ronald McDonald Children's Charities and director of the United Cerebral Palsy Association of Chicago. She is an executive committee member of the Chicago Community Trust, a public foundation that makes awards in the areas of health, social services, education, civic affairs, and arts and humanities.

She is vice chairman of the board of directors of the Chicago Council on Foreign Relations; founder of the Northwestern University graduate school invitational course; a founding member of the Northwestern University Women's Board; and director of the Chicago Foundation on Education.

Mrs. Ryan's mission is to help children with movement difficulties and their families. Thanks to her vision and perseverance, hundreds of thousands of Americans have learned what signs in a

baby's physical development may signal delayed development and the need for assistance. Mrs. Ryan is married and has three children.

MICHAEL B. UNHJEM

Michael B. Unhjem of Fargo, North Dakota, is president of Blue Cross/Blue Shield of North Dakota. He is the youngest person ever elected to the North Dakota House of Representatives. He is a member of the National Conference of Commissioners on Uniform State Laws, and he served in 1988 as president of the National Mental Health Association.

Mr. Unhjem has been involved in local and national organizations, including the Advisory Mental Health Council of the U.S. Department of Health and Human Services, the Governor's Commission on Mental Health Services, the National Alliance for Research on Schizophrenia and Depression, and the National Mental Health Leadership Forum. His awards include the 1989 Special Presidential Commendation from the American Psychiatric Association, the 1988 Distinguished Leadership Award from the North Dakota Psychological Association, and the National Excellence in Leadership Award from North Dakota.

He has been recognized by *Who's Who in American Politics, Who's Who in North Dakota, Who's Who in the Midwest, Personalities of America,* and *Men of Achievement.* Mr. Unhjem graduated magna cum laude with a B.A. in history and political science from Jamestown College in North Dakota in 1975. In 1978, he earned a J.D. with distinction from the University of North Dakota School of Law in Grand Forks. He is married and has three children.

RAE E. UNZICKER

Rae E. Unzicker of Sioux Falls, South Dakota, was appointed to NCD by President Clinton and confirmed by the U.S. Senate on June 30, 1995. She is a writer, speaker, consultant, teacher, and activist with special expertise in organizational development, public policy, and public relations.

Ms. Unzicker has been active in the psychiatric survivor movement since 1978, when she founded the South Dakota Mental Health Advocacy Project. She currently serves as president of the National Association for Rights Protection and Advocacy and as chairperson of the Protection and Advocacy for Individuals with Mental Illness Advisory Council to South Dakota Advocacy Services. She is a consultant to the National Empowerment Center and a member of the advisory board of the Boston University Center for Psychiatric Rehabilitation.

Ms. Unzicker's articles have appeared in many journals and books; they deal primarily with recovery and empowerment issues for persons with psychiatric labels. She has consulted or made presentations in more than 35 states and has appeared on all the major television talk shows, including "The Oprah Winfrey Show" and "Phil Donahue." She is co-producer of the video "Crazy Women: Madness, Myth, and Metaphor."

Hughey Walker

Hughey Walker of Hemingway, South Carolina, is chief magistrate of Georgetown County. President Clinton appointed Judge Walker to NCD, and the U.S. Senate confirmed him as a member of NCD on December 22, 1995.

Judge Walker is a former chairman of the Georgetown County Council. He previously served as an advocate counselor at South Carolina Protection and Advocacy System for the Handicapped, Inc., where he was responsible for investigating discrimination complaints for people with disabilities. In addition, Judge Walker was the public affairs director at a local radio station.

Ela Yazzie-King

Ela Yazzie-King of Saint Michaels, Arizona, was appointed by President Clinton to NCD and confirmed by the U.S. Senate on April 6, 1995. She is the regional team coordinator of the Indian Children's Program.

Ms. Yazzie-King has been executive director of the Chinle Valley School for Exceptional Children, Inc., and project director of the Navajo Evaluation of Existing Disability Services; the Navajo Undergraduate Rehabilitation Training Project; Learn to Earn, Ltd.; the Indian Health Services Medical Management Project; and the Spinal Cord Injury Follow-up Project. She also has worked as a developmental disabilities advocate, rehabilitation specialist/counselor, and vocational counselor.

She is an active member of the Arizona Developmental Disabilities Advisory Council; the Administration on Developmental Disabilities Multi-Cultural Task Force in Washington, D.C.; and the New Mexico Independent Living Advisory Council. She is a former member of the Native American Research and Training Center, the Advisory Council of Northern Arizona University, and the Navajo Nation Advisory Council on the Handi-Capable.

Ms. Yazzie-King is the recipient of numerous awards, including Outstanding Volunteer, Navajo Nation Council on the Handicapped; and Citizen of the Year, Arizona Governor's Council on Disabilities.

She holds a bachelor of arts degree in psychology and sociology from Virginia Intermount College and a master of arts in rehabilitation counseling from the University of New Mexico.

Staff

ETHEL D. BRIGGS, EXECUTIVE DIRECTOR

Ethel D. Briggs is the NCD executive director. Since joining the NCD staff, she has also served as acting executive director, deputy director, and director of adult services. She is a former chief of the Office of Staff Development and Training for the Washington, D.C., Rehabilitation Services Administration. She has worked as a rehabilitation counselor supervisor, vocational rehabilitation counselor, and part-time instructor at George Washington University.

Ms. Briggs, a longtime advocate for people with disabilities, graduated from North Carolina Central University and holds a master's degree in counseling from the University of North Carolina at Chapel Hill. She was recognized by *Dollar & Sense Magazine* as one of the "Top 100 African-American Business and Professional Women of 1989." Ms. Briggs also was recognized by *Outstanding Women in America* in 1976 and by *Who's Who in American Colleges and Universities* in 1971.

ANDREW J. IMPARATO, GENERAL COUNSEL AND DIRECTOR OF POLICY

Andrew J. Imparato joined the NCD staff as general counsel and director of policy in September 1997. Previously, Mr. Imparato served as attorney advisor to Commissioner Paul Steven Miller at the U.S. Equal Employment Opportunity Commission, where he advised the commissioner on legal and policy matters under ADA, the Rehabilitation Act, and other civil rights statutes enforced by the Commission. Mr. Imparato also participated in reinvention efforts of the Commission, and represented Commissioner Miller on several intra- and interagency task forces, including the National Disability Policy Review conducted by the White House Domestic Policy Council and the Office of Management and Budget. Previously, Mr. Imparato was counsel to the U.S. Senate Subcommittee on Disability Policy, chaired by Senator Tom Harkin (D-IA), where he worked on the Technology Related Assistance for Individuals with Disabilities Act Amendments of 1994, health care reform, Social Security reform, ADA monitoring, and personal assistance services, among other issues. Before that, he was a staff attorney at the Disability Law Center in Boston, where he was an advocate for cash assistance, health care, and personal assistance services for low-income children and adults with disabilities.

Mr. Imparato speaks frequently on disability topics, and has personal and professional expertise in the area of psychiatric disabilities. Mr. Imparato received his undergraduate degree summa cum laude from Yale College and graduated with distinction from Stanford Law School.

Mark S. Quigley, Public Affairs Specialist

Mark S. Quigley joined the NCD staff as the public affairs specialist in May 1990. Before that he was a consultant to the U.S. National Commission on Drug-Free Schools. He is a former program coordinator at the U.S. Interagency Council on the Homeless and former director of communications at the White House Conference on Small Business.

Mr. Quigley graduated magna cum laude in 1979 from Northern Virginia Community College in Annandale, Virginia, with an A.S. in general studies. He received a B.A. in government and politics in 1983 and an M.P.A. in 1990 from George Mason University in Fairfax, Virginia.

Jamal Mazrui, Program Specialist

Jamal Mazrui joined the NCD staff as a program specialist in March 1995. Mr. Mazrui came to NCD from the John F. Kennedy School of Government, Harvard University, where he was alumni database coordinator. He was an account manager and technical support specialist at Advocate Development Corporation and a management information systems consultant at New England Telephone.

Mr. Mazrui has served as chair of the Rehabilitation Advisory Council, Massachusetts Commission for the Blind, and as legislative representative at the Bay State Council of the Blind. He is also the founder and former director of the Visually Impaired and Blind User Group of the Boston Computer Society. He was a member of the Board of Editors of the *Harvard Public Policy Review* and treasurer of the Kennedy School Black Caucus. Mr. Mazrui received a bachelor's degree in operations research from Princeton University and a master's in public policy from Harvard University.

Janice Mack, Administrative Officer

Janice Mack is NCD's administrative officer. She was formerly employed with the National Oceanic and Atmospheric Administration. Ms. Mack graduated from Calvin Coolidge High School in Washington, D.C.

BRENDA BRATTON, EXECUTIVE SECRETARY

Brenda Bratton is NCD's executive secretary. She was formerly a secretary at the National Transportation Safety Board. Ms. Bratton graduated from Farmville Central High School and the Washington School for Secretaries.

STACEY S. BROWN, STAFF ASSISTANT

Stacey S. Brown is NCD's staff assistant. He has been employed by NCD since 1986. His prior experience includes working as a receptionist and clerk with the Board for International Broadcasting and as a student assistant with the Compliance and Enforcement Unit of the Architectural and Transportation Barriers Compliance Board. Mr. Brown is a graduate of Howard University in Washington, D.C., where he earned a B.A. in political science in 1987.

APPENDIX B

NCD PUBLICATIONS

National Disability Policy: A Progress Report (1977)

Removing Barriers to Work: Action Proposals for the 105th Congress and Beyond (1997)

Equality of Opportunity: The Making of the Americans with Disabilities Act (1997)

Impact of the Welfare Reform Legislation on Legal Immigrants with Disabilities (1997)

Assisted Suicide: A Disability Perspective (1997)

Achieving Independence: The Challenge for the 21st Century (1996)

Foreign Policy and Disability (1996)

Access to the Information Superhighway and Emerging Information Technologies by People with Disabilities (1996)

Guidance from the Graphical User Interface (GUI) Experience: What GUI Teaches About Technology Access (1996)

Improving the Implementation of the Individuals with Disabilities Education Act: Making Schools Work for All of America's Children Supplement (1996)

Cognitive Impairments and the Application of Title I of the Americans with Disabilities Act (1996)

Disability Perspectives and Recommendations on Proposals to Reform the Medicaid and Medicare Programs (1995)

Voices of Freedom: America Speaks Out on the ADA (1995)

Improving the Implementation of the Individuals with Disabilities Education Act: Making Schools Work for All of America's Children (1995)

The Americans with Disabilities Act: Ensuring Equal Access to the American Dream (1995)

Inclusionary Education for Students with Disabilities: Keeping the Promise (1994)

Making Health Care Reform Work for Americans with Disabilities: Summary Information on Five "Town Meetings" on Health Care Reform (1994)

Furthering the Goals of the Americans with Disabilities Act Through Disability Policy Research in the 1990s: Summary of Proceedings (1993)

ADA Watch—Year One: A Report to the President and the Congress on Progress in Implementing the Americans with Disabilities Act (1993)

Meeting the Unique Needs of Minorities with Disabilities (1993)

Serving the Nation's Students with Disabilities: Progress and Prospects (1993)

Sharing the Risk and Ensuring Independence: A Disability Perspective on Access to Health Insurance and Health-Related Services (1993)

Study on the Financing of Assistive Technology Devices and Services for Individuals with Disabilities (1993)

Wilderness Accessibility for People with Disabilities: A Report to the President and the Congress of the United States on Section 507(a) of the Americans with Disabilities Act (1992)

The Impact of Exemplary Technology-Support Programs on Students with Disabilities (1991)

The Education of Students with Disabilities: Where Do We Stand? (1989)

On the Threshold of Independence (1988)

Toward Independence: An Assessment of Federal Laws and Programs Affecting Persons with Disabilities—with Legislative Recommendations (1986)

In addition, NCD publishes annual reports and a monthly newsletter, *NCD BULLETIN*. All publications are free of charge and available in accessible formats.

APPENDIX C

MISSION OF THE NATIONAL COUNCIL ON DISABILITY

Overview and Purpose

NCD is an independent federal agency led by 15 members appointed by the President of the United States and confirmed by the U.S. Senate.

The overall purpose of NCD is to promote policies, programs, practices, and procedures that guarantee equal opportunity for all individuals with disabilities, regardless of the nature or severity of the disability; and to empower individuals with disabilities to achieve economic self-sufficiency, independent living, and inclusion and integration into all aspects of society.

Specific Duties

The current statutory mandate of NCD includes the following:

- Reviewing and evaluating, on a continuing basis, policies, programs, practices, and procedures concerning individuals with disabilities conducted or assisted by federal departments and agencies, including programs established or assisted under the Rehabilitation Act of 1973, as amended, or under the Developmental Disabilities Assistance and Bill of Rights Act; as well as all statutes and regulations pertaining to federal programs that assist such individuals with disabilities, in order to assess the effectiveness of such policies, programs, practices, procedures, statutes, and regulations in meeting the needs of individuals with disabilities.

- Reviewing and evaluating, on a continuing basis, new and emerging disability policy issues affecting individuals with disabilities at the federal, state, and local levels, and in the private sector, including the need for and coordination of adult services, access to personal assistance services, school reform efforts and the impact of such efforts on individuals with disabilities, access to health care, and policies that operate as disincentives for individuals to seek and retain employment.

- Making recommendations to the President, Congress, the Secretary of Education, the Director of the National Institute on Disability and Rehabilitation Research, and other officials of federal agencies, respecting ways to better promote equal opportunity, economic self-sufficiency, independent living, and inclusion and integration into all aspects of society for Americans with disabilities.

- Providing Congress, on a continuing basis, advice, recommendations, legislative proposals, and any additional information that NCD or Congress deems appropriate.

- Gathering information about the implementation, effectiveness, and impact of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.).

- Advising the President, Congress, the Commissioner of the Rehabilitation Services Administration, the Assistant Secretary for Special Education and Rehabilitative Services within the Department of Education, and the Director of the National Institute on Disability and Rehabilitation Research on the development of the programs to be carried out under the Rehabilitation Act of 1973, as amended.

- Providing advice to the Commissioner with respect to the policies and conduct of the Rehabilitation Services Administration.

- Making recommendations to the Director of the National Institute on Disability and Rehabilitation Research on ways to improve research, service, administration, and the collection, dissemination, and implementation of research findings affecting persons with disabilities.

- Providing advice regarding priorities for the activities of the Interagency Disability Coordinating Council and reviewing the recommendations of this Council for legislative and administrative changes to ensure that such recommendations are consistent with the purposes of NCD to promote the full integration, independence, and productivity of individuals with disabilities;

- Preparing and submitting to the President and Congress an annual report titled *National Disability Policy: A Progress Report.*

- Preparing and submitting to Congress and the President an annual report containing a summary of the activities and accomplishments of NCD.

International

In 1995, NCD was designated by the Department of State to be the official contact point with the U.S. government for disability issues. Specifically, NCD interacts with the special rapporteur of United Nations Commission for Social Development on disability matters.

Consumers Served and Current Activities

While many government agencies deal with issues and programs affecting people with disabilities, NCD is the only federal agency charged with addressing, analyzing, and making recommendations on issues of public policy that affect people with disabilities regardless of age, disability type, perceived employment potential, economic need, specific functional ability, status as a veteran, or other individual circumstance. NCD recognizes its unique opportunity to

facilitate independent living, community integration, and employment opportunities for people with disabilities by ensuring an informed and coordinated approach to addressing the concerns of persons with disabilities and eliminating barriers to their active participation in community and family life.

NCD plays a major role in developing disability policy in America. In fact, it was NCD that originally proposed what eventually became the Americans with Disabilities Act (ADA). NCD's present list of key issues includes improving personal assistance services, promoting health care reform, including students with disabilities in high-quality programs in typical neighborhood schools, promoting equal employment and community housing opportunities, monitoring the implementation of ADA, improving assistive technology, and ensuring that persons with disabilities who are members of minority groups fully participate in society.

Statutory History

NCD was initially established in 1978 as an advisory board within the Department of Education (Public Law 95-602). The Rehabilitation Act Amendments of 1984 (Public Law 98-221) transformed NCD into an independent agency.

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